

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
1	I	\$186,000	\$130,000	\$93,703	2012 - 2015	2011, 2012	\$111,000
2	I	\$400,000	\$800,000	\$571,765	2013 - 2015	2012	\$350,000
3	I	\$310,800	\$200,000	\$401,709	2012 - 2015	2008 - 2012	\$164,000
4	I	\$450,000	\$800,000	\$1,184,515	2012 - 2015	2008 - 2012	\$495,000
5	I	\$280,800	\$339,000	\$308,695	2011 - 2015	2008 - 2012	\$205,000
6	I	\$294,000	\$633,500	\$1,431,647	2012 - 2015	2008 - 2012	\$343,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
7	I	\$292,800	\$606,000	\$824,981	2011 - 2015	2008 - 2012	\$246,500
8	I	\$406,510	\$402,000	\$997,126	2012 - 2015	2008 - 2012	\$259,500
9	I	\$253,000	\$214,000	\$229,155	2011 - 2015	2009 - 2012	\$163,500
10	I	\$250,000	\$300,000	\$232,617	2012 - 2015	2011, 2012	\$192,500
11	I	\$390,000	\$399,000	\$446,677	2011 - 2015	2008 - 2012	\$246,500
12	I	\$225,026	\$319,497	\$393,303	2013 - 2015	2009 - 2012	\$191,000
13	I	\$450,025	\$838,798	\$2,078,195	2012 - 2015	2008 - 2012	\$275,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
14	I	\$254,000	\$646,000	\$1,424,426	2012 - 2015	2008 - 2012	\$292,000
15	I	\$193,750	\$95,000	\$39,706	2013 - 2015	2012	\$101,500
16	I	\$312,511	\$95,000	\$189,417	2011 - 2015	2008 - 2012	\$166,500
17	I	\$300,000	\$700,000	\$819,436	2011 - 2015	2009 - 2012	\$300,000
18	II	\$200,007	\$493,500	\$526,296	2011 - 2015	2008 - 2012	\$150,000
19	II	\$195,012	\$87,488	\$73,877	2012 - 2015	2011, 2012	\$99,000
20	II	\$189,382	\$205,000	\$204,220	2011 - 2015	2008 - 2012	\$138,000
21	II	\$193,201	\$302,564	\$259,280	2011 - 2015	2008 - 2012	\$150,000
22	II	\$270,000	\$271,350	\$274,489	2011 - 2015	2010 - 2012	\$189,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
23	II	\$120,000	\$10,001				\$46,000
24	II	\$300,000	\$250,000				\$192,500
25	II	\$170,000	\$20,200				\$38,040
26	II	\$173,400	\$25,000				\$69,500
27	II	\$215,004	\$328,850	\$454,227	2011 - 2015	2008 - 2012	\$139,000
28	II	\$200,000	\$47,775				\$87,000
29	II	\$225,000	\$300,000	\$158,824	2013 - 2015	2012	\$210,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
30	II	\$125,000	\$30,001				\$51,000
31	II	\$200,000	\$48,750				\$87,500
32	II	\$335,000	\$126,897	\$997,813	2012 - 2015	2011, 2012	\$251,250
33	II	\$235,404	\$477,752	\$853,419	2011 - 2015	2008 - 2012	\$209,500
34	II	\$135,389	\$98,096	\$58,019	2012 - 2014	2011, 2012	\$82,000
35	II	\$140,000	\$65,000				\$41,000
36	II	\$130,350	\$28,500				\$83,000
37	II	\$130,000	\$28,500				\$82,500
38	II	\$174,600	\$62,500				\$83,000
39	II	\$172,010	\$131,000	\$91,640	2012 - 2015	2011, 2012	\$106,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
40	II	\$157,504	\$70,000	\$43,514	2012 - 2014	2011	\$115,000
41	II	\$157,009	\$57,991				\$75,500
42	II	\$282,000	\$379,000	\$285,853	2011 - 2015	2008 - 2012	\$177,500
43	II	\$164,250	\$25,750				\$38,000
44	II	\$145,000	\$38,000				\$64,500
45	II	\$180,000	\$130,725	\$76,657	2012 - 2015	2011, 2012	\$106,000
46	II	\$170,000	\$62,000				\$107,000
47	II	\$165,000	\$35,000				\$64,000
48	II	\$158,746	\$143,588	\$142,070	2011 - 2015	2010 - 2012	\$106,000
49	II	\$161,806	\$33,194				\$39,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
50	II	\$160,897	\$119,155	\$87,993	2012 - 2015	2011, 2012	\$98,500
51	II	\$206,250	\$123,276	\$89,299	2012 - 2015	2011, 2012	\$115,500
52	II	\$229,000	\$279,000	\$258,280	2011 - 2015	2008 - 2012	\$180,000
53	II	\$267,000	\$31,075	\$76,746	2011 - 2014	2008 - 2011	\$80,500
54	II	\$165,000	\$45,000				\$73,500
55	II	\$153,000	\$112,000	\$100,107	2012 - 2015	2011, 2012	\$53,000
56	II	\$120,000	\$32,500				\$44,000
57	II	\$135,380	\$88,355	\$58,019	2012 - 2014	2011	\$44,747
58	II	\$83,200	\$40,000				\$24,640
59	II	\$115,005	\$28,000				\$43,000
60	II	\$236,999	\$345,001	\$270,097	2012 - 2015	2011, 2012	\$177,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
61	II	\$150,000	\$107,201	\$58,019	2012 - 2014	2011	\$49,250
62	II	\$130,515	\$30,000				\$32,103
63	II	\$209,000	\$291,650	\$353,105	2011 - 2015	2010 - 2012	\$156,500
64	II	\$165,000	\$45,000				\$73,500
65	II	\$240,000	\$205,000	\$224,543	2011 - 2015	2010 - 2012	\$156,000
66	II	\$200,340	\$223,918	\$255,993	2011 - 2015	2009 - 2012	\$84,852
67	II	\$150,000	\$79,970	\$49,316	2012 - 2014	2011	\$45,994
68	II	\$160,500	\$179,500	\$141,029	2012 - 2015	2011, 2012	\$119,000
69	II	\$145,895	\$50,000				\$39,179
70	II	\$165,600	\$84,000				\$49,920
71	II	\$150,521	\$164,479	\$137,058	2012 - 2015	2011, 2012	\$63,000
72	II	\$150,000	\$110,399	\$58,019	2012 - 2014	2011	\$49,947
73	II	\$150,001	\$85,000				\$82,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
74	II	\$215,000	\$335,000	\$347,936	2012 - 2015	2010 - 2012	\$161,000
75	II	\$154,556	\$110,608	\$100,134	2012 - 2015	2011, 2012	\$53,033
76	II	\$121,836	\$104,141	\$58,019	2012 - 2014	2011	\$45,195
77	II	\$224,001	\$280,999	\$349,444	2011 - 2015	2010 - 2012	\$168,000
78	II	\$123,827	\$88,839	\$49,316	2012 - 2014	2011	\$42,533
79	II	\$200,000	\$72,000	\$94,336	2012 - 2015	2011, 2012	\$54,400
80	II	\$165,000	\$165,000	\$52,412	2013 - 2015	2012	\$115,500
81	II	\$145,000	\$47,000				\$67,500
82	II	\$165,000	\$165,000	\$52,412	2013 - 2015	2012	\$115,500
83	II	\$135,260	\$40,000				\$40,000
84	II	\$123,264	\$22,500				\$25,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
85	II	\$135,251	\$50,000				\$40,000
86	III	\$105,000	\$13,999				\$35,490
87	III	\$120,175	\$30,044				\$30,500
88	III	\$184,997	\$223,003	\$153,122	2012 - 2015	2011, 2012	\$143,000
89	III	\$133,900	\$32,000				\$33,500
90	III	\$150,000	\$27,500				\$62,500
91	III	\$62,562	\$10,000				\$25,500
92	III	\$110,002	\$14,998				\$44,000
93	III	\$150,000	\$133,825	\$45,078	2013 - 2015	2012	\$99,500
94	III	\$94,998	\$22,000				\$41,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
95	III	\$112,461	\$32,539				\$51,000
96	III	\$150,000	\$150,000	\$47,647	2013 - 2015	2012	\$105,500
97	III	\$96,501	\$25,000				\$43,000
98	III	\$103,681	\$25,000				\$26,000
99	III	\$121,187	\$25,000				\$27,000
100	III	\$106,010	\$25,000				\$26,000
101	III	\$98,903	\$25,000				\$43,500
102	III	\$80,000	\$26,000				\$21,500
103	III	\$88,650	\$25,000				\$35,000
104	III	\$146,216	\$30,001				\$17,622
105	III	\$138,000	\$20,000				\$14,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
106	III	\$92,701	\$15,000				\$10,770
107	III	\$125,000	\$65,750				\$107,500
108	III	\$66,000	\$11,000				\$27,500
109	III	\$59,014	\$6,000				\$12,750
110	III	\$110,250	\$22,500				\$46,500
111	III	\$101,001	\$15,000				\$41,000
112	III	\$145,000	\$21,600				\$58,500
113	III	\$75,348	\$10,250				\$25,000
114	III	\$98,333	\$18,050				\$41,000
115	III	\$86,401	\$21,375				\$38,000
116	III	\$49,723	\$5,250				\$8,500
117	III	\$142,800	\$21,000				\$57,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
118	III	\$133,269	\$19,500				\$53,500
119	III	\$92,003	\$17,500				\$36,750
120	III	\$96,900	\$6,170				\$36,500
121	III	\$110,250	\$20,625				\$46,000
122	III	\$66,005	\$10,000				\$14,500
123	III	\$149,995	\$90,680	\$31,911	2012 - 2014	2011	\$84,500
124	III	\$115,000	\$15,000				\$33,000
125	III	\$100,000	\$6,500				\$33,000
126	III	\$87,000	\$2,999				\$18,000
127	III	\$120,247	\$9,753				\$45,500
128	III	\$113,494	\$32,000				\$29,099
129	III	\$145,007	\$65,000				\$74,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
130	III	\$152,187	\$35,000				\$66,000
131	III	\$150,261	\$9,999				\$32,052
132	III	\$126,408	\$40,000				\$58,500
133	III	\$137,659	\$115,106	\$83,659	2012 - 2015	2011, 2012	\$88,500
134	III	\$146,253	\$34,997				\$36,250
135	III	\$119,810	\$18,190				\$48,300
136	III	\$120,000	\$9,000				\$25,800
137	III	\$110,250	\$22,751				\$26,600
138	III	\$100,046	\$9,954				\$22,000
139	III	\$160,000	\$33,000				\$62,500
140	III	\$129,790	\$26,000				\$31,158

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
141	III	\$113,301	\$18,000				\$46,000
142	III	\$113,973	\$11,794				\$25,153
143	III	\$154,611	\$33,389				\$65,800
144	III	\$116,688	\$25,312				\$49,700
145	III	\$122,142	\$32,058				\$53,970
146	III	\$89,739	\$4,261				\$18,800
147	III	\$152,515	\$30,485				\$36,600
148	III	\$130,000	\$11,000				\$49,500
149	III	\$170,804	\$129,196	\$109,338	2011 - 2015	2010 - 2012	\$105,000
150	III	\$165,000	\$15,000				\$63,000
151	III	\$123,326	\$31,774	\$29,010	2012 - 2014	2011	\$54,500
152	III	\$177,000	\$3,000				\$63,000
153	III	\$170,334	\$115,453	\$74,399	2013 - 2015	2011, 2012	\$100,500
154	III	\$145,000	\$25,000				\$59,500
155	III	\$165,679	\$15,821				\$64,000
156	III	\$165,600	\$46,879				\$74,500
157	III	\$150,000	\$3,000				\$53,500

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
158	III	\$140,000	\$35,000				\$49,500
159	III	\$125,403	\$19,597				\$51,000
160	III	\$222,495	\$124,000	\$108,568	2011 - 2015	2010 - 2012	\$103,500
161	III	\$141,750	\$20,250				\$57,000
162	III	\$150,000	\$3,000				\$54,000
163	III	\$60,632	\$12,368				\$25,500
164	III	\$130,469	\$21,000				\$53,014
165	III	\$82,396	\$11,704				\$33,000
166	III	\$125,000	\$30,000				\$54,500
167	III	\$185,000	\$40,000				\$66,500
168	III	\$112,097	\$45,000				\$50,500
169	III	\$109,998	\$20,000				\$26,000
170	III	\$102,019	\$22,679				\$44,000

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
171	III	\$125,000	\$15,550				\$28,110
172	III	\$138,850	\$41,000				\$54,500
173	III	\$150,000	\$26,000				\$62,000
174	III	\$145,126	\$37,500				\$36,525
175	III	\$114,401	\$20,000				\$40,500
176	III	\$114,400	\$19,000				\$40,500
177	III	\$82,400	\$8,581				\$18,500
178	III	\$75,000	\$26,000				\$20,500
179	III	\$65,000	\$26,000				\$18,500
180	III	\$77,000	\$26,000				\$21,000
181	IV	\$46,726	\$9,509				\$5,624
182	IV	\$45,401	\$19,382				\$6,478

	Tier	2012 Base	Estimated Incentive (AIP & Equity)	Deferred Pmts	Deferred Pmt Due Date	Grant Year	KEIP/KERP "Target" Amount
183	IV	\$48,200	\$19,511				\$6,771
184	IV	\$46,726	\$12,540				\$5,927
185	IV	\$40,600	\$15,111				\$5,571
186	IV	\$46,700	\$14,405				\$6,111
187	IV	\$46,700	\$20,499				\$6,720
188	IV	\$44,198	\$11,619				\$5,582
189	IV	\$43,501	\$8,695				\$5,220